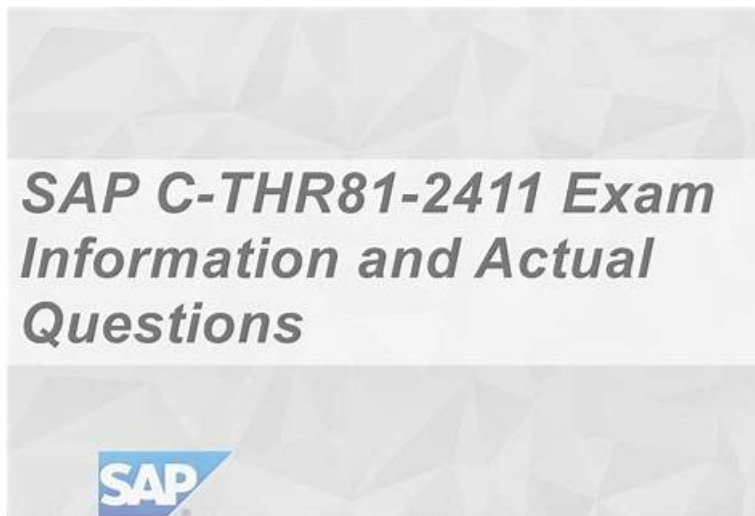


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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Approvals for Self-Service: SAP consultants learn to design and set up efficient approval processes for self-service transactions. The topic focuses on creating workflows to facilitate user-friendly approval experiences while enhancing overall user satisfaction during the approval process.
Topic 2	<ul style="list-style-type: none">• Employee Central Core: This topic equips SAP consultants with the knowledge to configure foundation and HR-related objects, enabling efficient management of organizational data. It explains the creation and application of business rules for automation, configuring workflows, and deriving event reasons. Consultants will also master managing user permissions and security protocols, vital for a secure and streamlined Employee Central Core setup.
Topic 3	<ul style="list-style-type: none">• HR Transaction Rules: This topic guides SAP consultants in creating and testing rules that automate HR transactions, ensuring their smooth integration with other HR processes. It highlights methods for evaluating rule effectiveness, enabling consultants to optimize HR workflows for seamless operations.
Topic 4	<ul style="list-style-type: none">• Managing Clean Core: In this topic, SAP consultants explore the significance of maintaining a clean core in ERP systems to promote operational efficiency. It emphasizes strategies for enhancing business process agility and minimizing customization efforts, fostering innovation within a clean core framework. Additionally, best practices for seamless integration of systems are discussed, ensuring consultants gain expertise in maintaining a clean and adaptable ERP environment.
Topic 5	<ul style="list-style-type: none">• Position Management: SAP consultants delve into configuring Metadata Framework (MDF) objects and implementing rules tailored to position management scenarios. This topic covers best practices for maintaining position data and configuring permissions.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- **B. SAP Business Accelerator Hub**
- C. SAP Application Interface Framework

Answer: B

NEW QUESTION # 48

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the division object definition
- B. A Composite association in the business unit object definition
- **C. A Valid When association in the division object definition**
- D. A Valid When association in the business unit object definition

Answer: C

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

* Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit).

* This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 49

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- **A. Trigger Workflows**
- B. Trigger Rules to Display Internal Job History
- C. Save Changes to Foundation Objects
- **D. Trigger Rules for Hire/Rehire**

Answer: A,D

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

* A. Trigger Workflows

* Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

* C. Trigger Rules for Hire/Rehire

* During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

* B. Trigger Rules to Display Internal Job History

* Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

* D. Save Changes to Foundation Objects

* While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 50

Which object requires entity-type to be configured in HRIS sync mapping?

- A. personInfo
- B. jobInfo
- C. phoneInfo
- D. compInfo

Answer: C

NEW QUESTION # 51

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Current FTE Value-Previous FTE Value)/Base Salary
- B. (Previous FTE Value - Current FTE Value) X Base Salary
- C. (Base Salary/Current FTE Value) X Previous FTE Value
- D. (Base Salary/Previous FTE Value) X Current FTE Value

Answer: D

NEW QUESTION # 52

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